

LINCOLN-SADBURY REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE MINUTES
Tuesday, December 16, 2025

7:00PM

REMOTE

Present

Ravi Simon, *Chair*, Cathie Bitter, *Vice Chair*,
Maura Carty, Lucy Maulsby, Charles Morton, Jack Ryan

Also Present

Susan Bottan, *LSRHS Interim Director of Finance and Operations*
Maureen Bolton, *LSRHS President of the Teachers' Association*
Diana Delgado-Pelaez, *LSRHS METCO Clinician*
Parker Elmore, *OPEB Representative*
Anyia Sharma, *Secretary of LSRHS Student Senate*
Kurtis Thompson, *OPEB Representative*
Andrew Stephens, *LSRHS Superintendent/Principal*

Call to Order

Chair Ravi Simon called the meeting to order at 7:03PM.

Public Comment

No Comment(s)

Consent Agenda

Ravi Simon, *Chair of LSSC*

- Approval of Minutes: [Minutes for December 2, 2025](#)
- Approval of Warrant/Vouchers: [Warrants/Vouchers](#)
- Approval of Donations: [LS DECA Club Donation](#) & [LSPO TEDx Sign Donation](#)

Ravi Simon motioned to approve the four(4) items on the 'Consent Agenda', Jack Ryan seconded the motion. The motion passed unanimously.

(SEE ACTION ITEMS SECTION)

Student Senate Update

Anya Sharma, *Secretary of LSRHS Student Senate*

- 'Spirit Week' is off to a great start so far! Thank you to the many students and staff participating in the event.
- Anticipate discussions with Supt./Principal Mr. Stephens regarding course leveling, as well as an overview of club activities.
- The Student Senate hosted a bake sale on Saturday, December 13th, at Sudbury Farms from 11am-2pm.

METCO Update

Diana Delgado-Pelaez, *LSRHS METCO Clinician*

- METCO students are receiving early college decisions, and winter sports have begun.
- Executive Assistant (Toni Benhaim) started, which allows other METCO staff more direct student interaction.
- The METCO program is currently exploring ride-sharing options to address transportation accessibility issues for students, especially those with temporary mobility challenges.

Teachers' Association Updates

Maureen Bolton, *LSRHS President of the Teachers' Association*

- 106 LSRHS students participated in DECA, with 27 qualifying for the state level, which is a new and exciting club at LSRHS.
- Thank you to the LS students and staff who participated and assisted in the recent 'Mentors for Violence Program' (MVP) assembly for the 12th graders.
- Last week, the POP's Concert, featuring amazing music, took place in the Auditorium.
- On Saturday, December 13th, the LS Hockey teams featured the annual 'Warriors for Warriors' game honoring Scott Milly.

Director of Finance and Operations Report

OPEB Valuation Report

Parker Elmore, *OPEB Representative &*

Kurtis Thompson, *OPEB Representative*

[OPEB Valuation Presentation](#)

School Committee members appreciated the OPEB (Other Post Employment Benefits) Report. From 2024-2025, the total OPEB liability increased by about \$2.5 million, primarily due to a decrease in the discount rate from 6.84% to 6.37%. This rate change reflects lower expected future investment returns and significantly impacts the district's liabilities. For instance, true cost savings arise from factors like lower medical premiums, fewer benefit takers, or later retirements.

The district's 17.4% funded ratio places the district above the 95th percentile compared to other school districts in the state, indicating excellent performance in funding.

Although challenging, due to the need for regional consensus, GASB 75 encourages districts to fund OPEB because funding directly impacts the discount rate, which leads to immediate benefits once a threshold is met. Post-retirement benefits are a valuable employee perk, effectively adding \$2,000 per new hire to their compensation through the OPEB plan.

A School Committee member inquired if more accurate comparison districts exist and how the ratio will reach 100% from its current state. The School Committee continued to ask questions to understand the process of how contributions are made towards one's pension/retirement.

FY27 Preliminary Budget Update

Susan Bottan, *Interim Director of Finance and Operations &*
Andrew Stephens, *LSRHS Superintendent/Principal*

FY27 Updated Preliminary Budget Presentation

Andrew Stephens and Susan Bottan provided a brief budget update addressing additional services required due to rising student numbers and a revision of estimated revenue from assessments, including detailed assumptions, requirements, obligations, and reallocations. They discussed being less conservative with projections to improve numbers and the possibility of accelerating funding if performance exceeds expectations.

Teaching assistant costs and other support services increased by \$52,000, totaling \$298,000, an increase of \$158,000.

Out-of-district expenditures, non-personnel costs, particularly affecting special education services, increased. Although the special education students were fully budgeted for, going forward, the plan is to be less conservative. This will allow the district to allocate funds to other special education areas, like tuition and transportation. The identified areas were reported to Chapter 70; the necessary funding information will arrive after the budget is finalized in January 2026.

The School Committee appreciated the proactive measures, acknowledging that many costs are fixed and mandated, but highlighted new, important expenditures for athletics, student activities, and innovative programming. The School Committee continued to ask questions and provide suggestions regarding the use of the FY27 budget.

Request for Authorization of the Roof Evaluation Project to be Paid from the Capital Stabilization Fund.

Jack Ryan, *member of the Building Committee*

SGH Proposal

The Building Committee recommended proceeding with requests for qualifications for an owner's project manager (OPM).

SimpsonGumpertz & Heger, a respected engineering firm, submitted the lowest bid at \$8,500 for the roof assessment project. The Building Committee reached a unanimous consensus on the mentioned bid. The Building Committee sought approval from the full School Committee to move forward with the SGH proposal.

The roof assessment will evaluate the condition of LSRHS's roof, the feasibility of restoration, and potential energy savings from replacement versus restoration.

Andrew Stephens motioned to approve 'authorization to use capital stabilization funds for a roof restoration and a consulting fee for Kevin Rossley to advise other entities'.

Charles Morton seconded the motion. The motion passed unanimously.

(SEE ACTION ITEMS SECTION)

Further Information

Anticipate a School Committee meeting on Wednesday, January 21, 2026, to discuss the Building Committee's recommendation, as well as any overlooked building matters.

Adjustment to FY27 Capital Requests

Susan Bottan, *Interim Director of Finance and Operations &*
Andrew Stephens, *LSRHS Superintendent/Principal*

FY27 Capital Requests

After re-bidding, the dump truck and transit van are estimated to cost \$170,000 in total. \$110,000 for the dump truck and \$60,000 for the transit van.

The dump truck is crucial for plowing the parking lot, ensuring the school can operate during snow.

Susan Bottan and Andrew Stephens sought approval from the full School Committee to move forward with the 'FY27 Capital Requests'.

Susan Bottan motioned to approve the 'FY27 Capital Requests'. Lucy Maulsby seconded the motion. The motion passed unanimously.

(SEE ACTION ITEMS SECTION)

Superintendent/Principal Report

Andrew Stephens, *LSRHS Superintendent/Principal*

- Andrew Stephens announced an informational update regarding the search for a permanent Director of Finance Operations.
 - Susan Bottan is currently serving as interim Director, and the position was posted last week.
 - The interview process, including screening and team formation, will begin next month.
- The TEDx club hosted an event on Wednesday, January 28th. The event is aimed at students, teachers, and community members, featuring Dr. Eric Nelson, for students and staff to critically think about today's matters.

Information and Discussion

Policies Under Review (3rd Reading)

Lucy Maulsby, *Chair of the Policy Subcommittee*

Maura Carty, *Subcommittee member*

Charles Morton, *Subcommittee member*

[IKFE - L-S Competency Determination](#)

- The following policy sought approval from the full School Committee:
 - IKFE - L-S Competency Determination

Cathie Bitter motioned to approve 'IKFE: L-S Competency Determination policy'. Lucy Maulsby seconded the motion. The motion passed unanimously.

(SEE ACTION ITEMS SECTION)

Continuation of Discussion Regarding the Calendar Review and the 2026-2027 District Calendar

Ravi Simon, *Chair of the LSSC*

[Presentation on the Tri-District Calendar Subcommittee's work
Calendar Options \(Summary Sheet\)
Draft of School Calendar 2026-2027; 2028-2029 \(with Observances\)](#)

- The Calendar Review Committee is seeking an approval vote on guidance from the LS Administration regarding the 2026-2027 District Calendar.
- Chair Ravi Simon continued the discussion on calendar review, aiming to narrow down to one model for the 2026-2027 school year for approval.
 - A key point of discussion is the timing of early dismissal, particularly whether those days need to end at 10:59AM to count as a full day, especially for days like the one before Thanksgiving, which allows for travel time.
 - A School Committee member discussed dividing the 'Professional Development Day', which others expressed a disinterest in due to the addition of the two half-days for professional development.
 - A School Committee member inquired about half-days for students involved in sports, clubs, or theater, specifically wondering if METCO students stay until SPS buses are available.
 - Andrew Stephens clarified that if classes end at 1PM, students would stay, and activities typically follow.
 - The challenge arises if the school splits full days into half days, particularly concerning activities on religious observance days.
 - The School Committee then questions how half-days impact teacher schedules, specifically if this impedes meeting with all classes, for example, English.
 - Maureen Bolton informed the School Committee that a group of teachers meets after the calendar is approved for proactive planning for potential scheduling adjustments, especially for courses with multiple blocks.
 - Any proposed calendar changes, especially converting full professional development days into two half-days, must be negotiated and voted upon with the Teachers' Association before adoption.
 - School Committee members appreciated seeing concrete possibilities for curriculum delivery, moving from abstract ideas to tangible scenarios.
 - The goal is to maintain curriculum consistency and family needs.
 - Considerations include adjusting after-school activities, especially sports, and accommodating individual student opt-outs for religious observances.

- School Committee members were reluctant to choose between the two Eid holy days due to a lack of competence. Electing one holy day over any other holy day was uncomfortable.
 - Additionally, adding days to the calendar misaligns with LSRSD remaining in operational compliance with SPS and LPS.
- Prioritizing not extending the school year seems important. School Committee members lean towards options two or three ([Calendar Options \(Summary Sheet\)](#)), finding variation one good for two years and more comfortable for long-term retention.
 - Option three honors articulated objective and keeps the School Committee on schedule, having not yet reached Juneteenth, a committee priority.
- A School Committee member suggested holding future meetings to explore alternative scheduling, such as starting the school year on a different day or modifying the MCAS dates to accommodate observances.
- School Committee members continued to discuss at what point adding an extra day or making changes would cause community resistance or disrupt education for students, especially those with IEPs.
- School Committee members raise concerns about the budget implications of the different calendar variations, particularly a potential \$10,000 cost.
- School Committee members suggested this topic might not matter in the next two years, but acknowledged concerns about sustainability.
- Chair Ravi Simon appreciated the group and the discussion. He acknowledged remaining concerns, particularly regarding communicative decisions and professional development days.
 - The School Committee supports the 'variation one' calendar. Ravi Simon questioned whether the full committee should vote on a variation or seek consensus before a final calendar vote, as well as emphasized the need to identify cultural and religious holidays for the '26-'27 calendar.
- The School Committee agrees that Andrew Stephens should engage the Teacher Association to develop a professional development day proposal for the calendar.

Jack Ryan motioned to approve 'Variation one(1) of the 2026-2027 Mock Calendar for Guidance from the LS Administration'. Lucy Maulsby seconded the motion. Five(5) out of six(6) members of the School Committee were in favor via roll call vote.
(SEE ACTION ITEMS SECTION)

Communication to the Community Regarding Changes to the Calendar

Ravi Simon, *Chair of the LSSC* & Cathie Bitter, *Vice Chair of the LSSC*

- Although difficult, as a final decision has not been made regarding the '26-'27 calendar. Chair Ravi Simon drafted a letter to the community.
 - A School Committee member suggested that information about alignment with other districts and potential mitigation strategies be included in the letter.

- The full School Committee agreed to table the letter until January 2026.

Discussion on draft letter regarding commute to LS on Lincoln Rd and Sherman's Bridge Rd

Ravi Simon, *Chair of the LSSC* & Cathie Bitter, *Vice Chair of the LSSC*

DRAFT Letter - Lincoln Road & Sherman's Bridge Commute

- Chair Ravi Simon drafted a letter to address concerns about the Sherman's Bridge Project, particularly regarding traffic calming and minimizing disruption to the school.
 - The full School Committee supported including a paragraph about coordinating with LSRHS to avoid school disruption and considering speed monitoring for safety.

Ravi Simon motioned to approve anticipated edits to the 'Lincoln Road & Sherman's Bridge Commute letter, completed by Ravi Simon and Cathie Bitter.' Lucy Maulsby seconded the motion. The motion passed unanimously.

(SEE ACTION ITEMS SECTION)

Action Items:

-VOTE: Ravi Simon motioned to approve four(4) items on the 'Consent Agenda'. Jack Ryan seconded the motion. The motion passed unanimously.

-VOTE: Andrew Stephens motioned to approve 'authorization to use capital stabilization funds for a roof restoration and a consulting fee for Kevin Rossley to advise other entities'. Charles Morton seconded the motion. The motion passed unanimously.

-VOTE: Susan Bottan motioned to approve the 'FY27 Capital Requests'. Lucy Maulsby seconded the motion. The motion passed unanimously.

-VOTE: Cathie Bitter motioned to approve the 'IKFE: L-S Competency Determination Policy'. Lucy Maulsby seconded the motion. The motion passed unanimously.

-VOTE: Jack Ryan motioned to approve 'Variation one(1) of the 2026-2027 Mock Calendar for Guidance from the LS Administration'. Lucy Maulsby seconded the motion. Five(5) out of six(6) members of the School Committee were in favor via roll call vote.

-VOTE: Ravi Simon motioned to approve anticipated edits to the 'Lincoln Road & Sherman's Bridge Commute letter, completed by Ravi Simon and Cathie Bitter.' Lucy Maulsby seconded the motion. The motion passed unanimously.

Public Comment

No Comment(s)

Adjournment

Ravi Simon motioned to adjourn the open meeting. Jack Ryan seconded the motion. Six(6) out of six(6) members of the School Committee were in favor via roll call vote. The meeting adjourned at 10:30PM.